GENERAL SECRETARIAT.

NOTIFICATION.

No. S. R. 3310—L. W. 116-47-11, dated 6th January 1949.

The report of the Pay Commission, Kolar Gold Fields constituted in Government Order No. S. R. 4160-73—L. W. 116-47-3, dated 1st May 1948, is hereby published for the information of the public.

By Order,
MIR SAFDAR HUSSAIN,
General Secretary to Government.

CHAPTER "I"

Government in their Order No. S. R. 4160-73—L. W. 116-47-3, dated Bangalore, 1st May 1948, constituted the Commission consisting of :—

Rajadharmaprasakta
Sreeman T. Singaravelu Mudaliar,
Retired Judge of the High Court as *Chairman* and

the following persons as Members of the Commission :—

1. Mr. H. E. Jeffery,
   Assistant Superintendent,
   Nundydroog Mines, Limited.
2. Sri K. Pattabhi Raman,
   Kolar.
3. Sri G. Narayana Gowda,
   Member, Representative Assembly.
4. Sri N. Keshavaiengar.
5. The General Secretary to Government.
6. The Commissioner of Labour in Mysore, (*Secretary*).

The terms of reference are stated in the said Government Order as follows :—

"Having regard to the terms of Agreement cited above, Government are pleased to appoint a Pay Commission for reviewing and reporting on employment and labour conditions in the Gold Mining Industry on the Fields..... ."

The Government Order is appended as APPENDIX "I".

The Commission could not meet earlier than 17th June 1948. Soon after the Government Order appointing the Commission was issued, the then Secretary, Sri R. Ramachandra Rao Bhombore, Labour Commissioner, was under orders of retirement. Besides, there were strikes in some of the Mining Companies of the Kolar Gold Field and it was considered by the succeeding Labour Commissioner Sri B. S. Puttaswamy that it was not advisable for the Commission to sit in Kolar Gold Field where its proceedings should normally be conducted, on account of the disturbing conditions existing there. Moreover three of the Members of the Commission *viz.*, Janab Mahomed Ismail Sheriff, Sri B. S. Puttaswamy and Sri G. Narayana Gowda were attending the meetings of the Representatative Assembly which was in sessions in the month of June. As the disturbing conditions on the Kolar Gold Field came to an end a few days before the 17th June 1948, the Commission commenced work and held its first meeting at Bangalore for fixing the preliminaries for starting the work of the Commission.

At that meeting the scope of reference to the Commission in the Government Order quoted above was considered. Since in the Government Order, reference is made to the terms of the Agreement dated 13th September 1947, the said Deed was read. The Deed embodied the Agreement between each of the four Gold Mining Companies and the Kolar Mines Power Station on the one hand and the respective Labour Associations on the other. For the Deed of Agreement—*Vide* APPENDIX "II". The clauses relevant for the purpose of the Commission were 4 and 11. According to Clause 4, the conditions in the Deed of Agreement would be :—

"in force for the period (from this date) from 13th September 1947 to 1st July 1948, or the publication of the Report of the Pay Commission (referred to in clause 11) for the Field whichever is earlier".

According to this Clause if the Report of the Commission is not published before the 1st of July 1948, this Agreement shall cease to be in force on or after that date. The Commission therefore considered that it should meet early in Kolar Gold Field to decide whether it

would be possible to publish the Report before the 1st July 1948 and then to decide whether the time prescribed under the Deed of Agreement could be extended further and if so to what date.

Clause 11 reads thus:—

"Both parties to this Agreement will take such steps as may be possible to move the Government to appoint a Pay Commission for reviewing and reporting on the employment conditions in the Gold Mining Industry on the Field".

In the Government Order appointing the Commission the scope of the Pay Commission is described in almost the same way as contained in clause 11, *viz.*, "for reviewing and reporting on the employment conditions in the Gold Mining Industry on the Field". It was found necessary to ascertain what the parties to the Deed of Agreement meant by these expressions since according to Mr. H. E. Jeffery, one of the Members, the scope of the Commission was merely to observe the existing employment and labour conditions and to make a report to Government. Since, however, the correspondence from certain Labour Associations to the Labour Commissioner indicated that they attached a wider meaning to these expressions it was decided to hear the representatives of the various Mining Companies and of the Labour Associations at the next meeting of the Commission before arriving at a conclusion as to the scope of reference.

In order to understand the existing employment and labour conditions under which different classes of workmen on the Kolar Gold Field in the different Mines are working, it was decided to call for statements both from the Managements of the Mines and the respective Labour Associations stating the existing conditions with regard to the various classes of workmen, their existing wages and other amenities provided for them on the Field. Accordingly, notices were issued calling upon them to file their statements on the 20th of June 1948, when the Commission would sit at Kolar Gold Field.

CHAPTER "II"

On 20th June 1948, the representatives of the Managements and the Labour Associations were present. In order to elucidate the intentions of the parties with regard to the scope of reference, the Government Order containing the scope and the Deed of Agreement referred to in the said Government Order were read and the Commission desired to know from the parties the meaning attached to the expressions "for reviewing and reporting on employment and labour conditions" which are contained both in the Deed of Agreement and the Government Order. From the views expressed by either of the parties, the Commission found that there was a wide range of difference as to the scope of the work of the Commission. It was therefore considered desirable that both the parties should file written statements as to the respective views with regard to such scope. The Commission also made known to the parties that so far as there was a common agreement on the part of both the parties with regard to the scope of reference, the Commission would examine details to the extent of such common Agreement and consider later on as to what the Commission would do on points on which there was no agreement.

The Mining Companies were requested to give a statement of the existing wages for each class of workmen. The representatives of the Associations were told that they must come prepared to state what they would expect with regard to the wages for each class of workmen. It was also decided to examine intelligent workmen from each class in order to understand the nature of their work and the wages that they would expect to be paid. The Managements were also requested to furnish details of the level of wages existing between the year 1935 to 1937 in order to enable the Commission to find out the improvements in wages that have been made since and also to ascertain the wage rates that were prevailing when the Cost of Living Index Number was 100.

From the nature of the work involved it was apparent that the Report of the Commission might not be ready before the 1st of July 1948 and a suggestion was therefore made to both parties to agree to the continuance of the terms of Agreement for a period of three months or until the date of the Government Order on the Report of the Commission.

The Commission met again on the 27th of June 1948 at Kolar Gold Field. On that date the intention of the parties with regard to the continuation of the conditions of the Deeds of Agreement was discussed. The following was recorded by the Commission:—

"We note that the representatives of the five Managements have stated that they have no intention of revoking the conditions of agreement of 13th September 1947 and that they are not going back to the old conditions obtaining prior to the agreement and the representatives of the Labour Associations also expressed that the terms of the agreement would continue in force even after 30th of June 1948 and that they have no intention of giving notice of change during the period the Pay Commission is working.

"We therefore record that with regard to the terms of agreement which will lapse on the 30th June 1948 the representatives of the various Managements and

the representatives of the various Labour Associations present here to-day have come to an understanding that those conditions will not be varied till such time as this Pay Commission makes its Report and the Government passes orders thereon."

The Managements of the Mining Companies and the three Labour Associations, *viz.*, the Mysore Mine Labour Association, the Champion Reef Mine Labour Association and the Nundydroog Mine Labour Association, filed their respective written statements with regard to the scope of reference. The Oorgaum Mine Labour Association and the Kolar Gold Field Electricity Department Labour Association had not their statements ready and promised to file them early (Since filed). The statements are appended in APPENDIX "III" (Series).

The written statements of the three Mining Companies mentioned above are common and are to the effect that the nature and scope of the work of the Commission is to be gathered from clauses 4 and 11 of the Deed of Agreement dated 13th September 1947; that the expression "for reviewing and reporting on the employment conditions in the Gold Mining Industry on the Kolar Gold Field" is to be noted and the word "review of employment conditions" mean "an examination of the existing conditions pertaining to the emoluments and privileges paid to or earned or enjoyed by daily rated labour arising from their contract of service," the word "review" to be given its ordinary etymological and dictionary meaning, namely "to examine critically" and not the meaning attached to it in Law; that after such critical examination of the existing conditions, the Pay Commission is expected to report their findings, including recommendations if any, arising from the existing conditions; and that the Management invites an impartial opinion from the Pay Commission on such "employment conditions" and take for granted that due consideration will be given at all times to the financial aspects and the ability or otherwise of the Company to give effect to any recommendation which may be made by the Pay Commission.

The Mysore Mine Labour Association in its written statement has stated that the Notice of Change issued by the Association on the 10th April 1947 contained certain demands to which the Company put forward certain proposals which were far below the demands put forward by the Association; that Clause 11 of the Deed of Agreement under which both parties agreed to move Government for the appointment of the Pay Commission referred to the demands made in the Notice of Change of 10th April 1947; that the terms "review and report on the employment conditions" was used deliberately to enable the Commission to review a wider field without necessarily confining to the disputes contained in the Notice of Change dated 10th April 1947; and that, therefore, the Association is entitled to bring to the notice of the Commission other issues also provided they relate to the employment conditions in the Gold Mining Industry.

The statement of the Champion Reef Mine Labour Association stated that they looked forward to the institution of the Pay Commission which would investigate working conditions that govern wages, old age insurance, sickness insurance, holiday and leave with pay, housing and profit sharing and all other relationships that exist between this Mining Company and its employees. The Association therefore expects that the Commission will make exhaustive recommendation on all points pertaining to employees. The statement of the Nundydroog Mine Labour Association is similar to that of the Champion Reef Mine Labour Association.

After discussion of the two views put forward by the Managements and the Labour Associations the Commission recorded as follows:—

"Reading the two views expressed in their respective statements we are happy to observe that there is not wide divergence of opinion with regard to a large number of questions which this Commission may examine, and that it is not possible for us at this stage to demarcate questions with regard to employment conditions on Kolar Gold Field which are within the purview of the reference made to us by Government. We have therefore decided to start with questions which are admittedly within our purview and then if questions are placed before us by the Labour Associations which are objected to by the Managements as not being within the scope of this Commission, we shall then consider whether we can or cannot go into those questions for making recommendations on those questions."

The various Labour Associations were called upon to file their respective written statements indicating therein their views on the various items of information filed by the Mining Companies—*vide* APPENDIX "IV" (Series)—with regard to the classification of employees, their rates of wages, etc., and also to state particulars of other points on which they expect this Commission to make recommendations. On the filing of such statements it was proposed to examine such of those employees whom the Associations wish us to examine. It was also decided that the members of the Commission should visit the various Mines at the workspots in order to appreciate the conditions under which the employees are working. The Managements were also informed that we would examine such of the witnesses whom they want us to examine.

CHAPTER "III"

The Labour Associations of the four Mining Companies and the Labour Association of the K. G. F. Electricity Department filed written statements. These statements are appended in APPENDIX V (Series). It was only the Nundydroog Mine Labour Association that appended a Schedule to its written statement and not the three other Associations. It was stated that the classifications of workers and the wage-rates paid to the different categories of workers contained in the Nundydroog Mine Association's schedule might be taken to represent the demands of the other three Associations. The K. G. F. Electricity Department filed a separate schedule relating to the employees of that Department. With regard to the statements of the Labour Associations of the various Mining Companies Sri S. B. Arakel was agreed to be their spokesman for representing the views of the Associations and for the explanations of the schedule attached.

With regard to the K. G. F. Electricity Department Labour Association Sri P. Durugan, the President of the Association and Sri S. F. Jeyadoss, the Secretary, explained the nature of the work turned out by the various categories of workmen listed in the schedule and also represented the views of the Association with regard to the demands put forward by the Association.

The views of all Associations contained in the written statements were taken up and Sri S. B. Arakel put forward the views of the various Labour Associations.

The representatives of the Mining Companies were then called upon to express their views on the various representations made by the respective Labour Associations. The Mining Companies filed their written statements containing their views on each of the points raised by the various Labour Associations in their respective written statements. The representatives were also heard on these various views.

We shall now proceed to consider the various views put forward by the Associations and the Managements in their respective written statements.

Before dealing with this we may mention that the members of the Commission inspected the surface works and also went underground in order to appreciate the conditions in which each class of workmen was labouring in the Mines.

Wages.

The first subject dealt with in the statements of the Associations is with regard to wages. It is stated :—

> "Every adult daily rated employee should be paid daily minimum wages of Rs. 1—8—0. In addition to this basic wage, workmen may earn attendance bonus, skilled or semi-skilled workmen's pay, rank pay, risk pay, health pay, night shift allowance or any other special wages according to the nature of their works. The proposed wages schedule is appended hereto."

In the wages schedule referred to above, against each class of employee in the different departments of the Companies, the following are the heads, *viz.*,—

Departments.
Minimum Wages Diem—Permanent—Temporary (Dearness).
Attendance Bonus.
Rank Pay.
Skilled—(Workman's) (Artisan's) Pay.
Semi-skilled Workman's Pay.
Risk Pay.
Health Pay.
Heavy Work Pay.
Night Shift Allowance.
Special Bonus Allowance.

As against each class of worker is shown the wages or allowances due under the headings stated above. For instance, a male or female sweeper is recommended a permanent minimum wage of Rs. 1-8-0 per day with dearness allowance which is shown as temporary, and under the heading "Special Bonus Allowance" Rs. 10 a month is shown as scavenging allowance. For boy sweepers in the Sanitary Department a minimum wage of Rs. 1-4-0 with dearness allowance and Rs. 10 as scavenging allowance is recommended. A Maistry in the Sanitary Department is recommended a rank pay of annas eight a day but not scavenging allowance. This rank pay is recommended to the Maistry since he must have put in some years of service. In the Sanitary Building Department, a Concreting Moulding man is recommended a minimum wage of Rs. 1-8-0 plus dearness allowance and skilled workman's pay of annas eight a day. In the Engineering Workshops a Blacksmith is recommended a minimum wage of Rs. 1-8-0 plus dearness allowance and skilled pay of Rs. 3-8-0. Motor Drivers in the Transport

Department are recommended a monthly pay of Rs. 100 with dearness allowance and uniforms to be supplied to them. In the Surface Engineering Department, Hammermen are recommended a minimum wage of Rs. 1-8-0 plus dearness allowance, Re. 1 skill pay and Re. 1 heavy work pay. Craftsmen Assistants are recommended a basic wage of Rs. 1-8-0 plus dearness allowance and annas 4 as semi-skilled workmen's pay. In the Underground Engineering Department, Fitters I grade are recommended a baaic wage of Rs. 1-8-0 with Dearness Allowance plus Rs. 3-8-0 skilled workmen's pay and annas 4 risk pay. Under the heading "Breaking-Ground" in the Underground Department machinemen are recommended Rs. 1-8-0 basic wage, 4 annas semi-skilled workmen's pay and 4 annas risk pay. They are also recommended to be given an extra daily wage of 2 annas each when they work in sinks. Hand-Jumpermen who do piece work are recommended to be given 14 annas for every foot of hole drilled. Disc-clerks and Gate-clerks are recommended to be paid monthly.

The spokesman of the Labour Associations, Sri Arakel, explained the items contained in the statement above referred to. According to him the average workman's family is taken to consist of the husband, wife and four children; an unskilled surface worker doing 8 hours work a day requires 3 lbs. of rice per hour or 24 lbs. of rice per day; the value of 24 lbs. of rice covered the cost of rice and all other materials required to keep the worker and his family in the minimum of comfort. According to him 1 lb. of Burma rice in 1936 when the Cost of Living Index was normal at 100 points, cost 1 anna and therefore the cost of 24 lbs. of rice was Rs. 1-8-0. Therefore the living wage of Rs. 1-8-0 a day as proposed by the Association for an unskilled worker was the irreducible minimum wage. He explained that rice was fixed upon to determine the purchasing power of money in the year 1936 and at the present time; that unless the purchasing power was based on any particular commodity it was not possible to compare the present purchasing power with that of 1936. The value of 1 lb. of rice at present is Re. 0-2-3 or Rs. 3-6-0 for 24 lbs; the difference between Rs. 3-6-0 and Rs. 1-8-0 *viz.*, Rs. 1-14-0 works up to Rs. 45 for a month of 24 working days and represents the rise in the cost of living with reference to which the Dearness Allowance should be fixed. The Associations however demanded only Rs. 30 a month as Dearness Allowance relying upon the staying power of the worker.

With regard to the difference between skilled, semi-skilled and unskilled workman he explained that a skilled workman is a person who is fully conversant with the technique of any trade or art and who is fully confident of applying his knowledge to the particular trade or art; the semi-skilled workman is one who has some knowledge of the technique of the trade or art and applies that knowledge with the same confidence. As an instance he cited the case of a tailor who according to him is a skilled workman in every item of work in tailoring, while a boy who does stitching and buttonhole making is a semi-skilled workman.

With regard to Risk Pay Sri Arakel explained that the Risk Pay of Re. 0-4-0 was fixed since it was felt that there should be some difference in wage between a surface worker and an underground worker.

It will be convenient to deal with the views of the Management on each of the subjects mentioned in the written statement of the Associations.

With regard to wages, in the statement filed by the Management it is stated :—

"If present-day wages are related to 1935 wages in terms of cost of living index with 1935=100, there is no case for wage increase. If for any other valid reason the Commission should recommend increases in pay rates the following are submitted :—

(i) Basic wages in this industry should be in some way related to basic wages paid in other industries in the State.

(ii) The implied demand that wages should be the same for men and for women is not accepted.

(iii) Any new rates should be payable only to workers whose total service at work is more than 12 months.

"This matter is already being dealt with in the Minimum Wages Bill. Under the contemplated Act the subject will be investigated by the appropriate boards for which the Act will make provision".

Comparing the wages of the lowest paid employees as found in the statement of the Nundydroog Mines, Ltd., *Vide* APPENDIX IV A, it is seen that boys in the Surface Department who were getting Re. 0-4-0 to 0-6-0 in 1935 are given after 13-9-1947 Re. 0 8-0 to 0-11-0. Labourers who were getting Re. 0-7-0 to 0-8-0 in 1935 are now getting Re. 0-13-0 to 0-14-0. Storemen who were getting Re. 0-10-0 in 1936 are now getting Re. 0-14-0 to Re. 1.

In the Engineering Department, sweeper women who were getting Re. 0-3-6 to 0-6-0 in 1935-36 are now being paid Re. 0-9-0 to 0-10-0. Boys and sweeper boys who were getting Re. 0-2-6 to 0-6-0 are now paid Re. 0-8-0 to 0-11-0. Surface labourers who were paid Re. 0-6-0 to 0-9-0 are now paid Re. 0-13-0 to 0-14-0. Plate Layers who were paid Re. 0-10-0 in 1935 and 1936 are now paid Re. 0-13-0 to 0-15-0.

In the Metallurgical Department, boys and women who were getting Re. 0-4-0 to 0-6-0 in 1935-36 are now getting Re. 0-8-0 to 0-11-0. Surface labourers who were getting Re. 0-7-0 to 0-8-0 in 1935-36 are now getting Re. 0-13-0 to 0-14-0. Underground labourers who were getting Re. 0-8-0 to 0-9-0 in 1935-36 are now getting Rs. 1-1-0 in the Survey Department. In the Stores Department, labourers who were getting Re. 0-7-0 in 1935-36 are now getting Re. 0-13-0 to 0-14-0. The following table is illustrative:

	Rates prevailing in 1935	Rates prevailing after 13-9-1947.
Surface.		
Boys	As. 3 to As. 6 p.d.	As. 8 to As. 11 p.d.
Boys, Sweepers	2½ ,, 3	8 ,, 11
Women	3½ ,, 6	9 ,, 10
Women Sweepers ..	3½ ,, 6	9 ,, 10
Labourers	6 ,, 9	13 ,, 14
Men Sweeeprs	5½ ,, 8	13 ,, 14
Underground.		
Labourers	8 ,, 9	Rs. 1/1 to Rs. 1/1 p.d.
Men Sweepers	10 ,, 11	1/1 ,, 1/1

(*N.B.*—No Boys or women are employed underground.)

It may be stated here that in addition to the basic wage all workmen are paid Dearness Allowance of Rs. 17-8-0 per mensem in addition to their Attendance Bonus. Some of them are getting clothing allowance. They are also supplied with provisions at cheaper rates. There is also a system of Service Gratuity, free medical treatment, housing at cheaper rents and other welfare amenities like maternity homes, education of children of workmen, recreation centres, canteen where wholesome food at very cheap rates are sold to labourers on duty, etc.

Another contention of the Management is that basic wages in this industry should be in some way related to basic wages paid in other industries in the State. It is stated that the Kolar Gold Field surface labourer gets Re. 0-13-0 per day as wages and Rs. 17-8-0 per month as Dearness Allowance besides other privileges already mentioned. In Bhadravati a labourer gets Re. 0-10-0 per day + Dearness allowance of Rs. 12 per month; in the Sanitary Board area and Kolar District, a labourer gets Re. 1 per day but no Dearness Allowance; in the P. W. D. Bowringpet and surrounding District a labourer gets 0-14-0 per day without Dearness Allowance; it is therefore urged that the minimum wage for a labourer employed by the Mines is much better than that of an ordinary labourer.

With regard to the demand that men and women should get the same rates of wages, the Management does not accept this demand. With regard to women, in the course of inspection of the Mines, we found that women are not employed to do any strenuous work except that of sweeping and doing fetch-and-carry work. The largest number of women employed is in the Sanitary Department who are doing work as scavengers.

The next contention is:—

> "Any new rates should be payable only to workers whose total service at work is more than 12 months".

This need not be considered now till we deal with the other points.

Under this subject of "Wages", the Management also urged that this matter is already being dealt with in the Minimum Wages Bill. Under the contemplated Act the subject will be investigated by the appropriate Boards for which the Act will make provision. Our opinion on this point also will be mentioned later.

Periodical Increment.

The next subject discussed is periodical increment. The demand of the Associations is that every employee should get an annual increase in his pay at the rate of 10% of his or her minimum grade pay; that when these new wage-rules are enforced every employee should get such amount of money as daily wages or monthly salary as if these rules were in force on the first day of his appointment, but under no circumstances the wages or salary of an employee be reduced.

With regard to this the Managements state that the rates of increment now asked for are exorbitant; that the existing rates of biennial wage increments on a graduated scale are reasonable, equitable and adequate and compare more than favourably with any other schedule of wages of which they are aware and that the proposal to give effect to the suggested schedule of wage rates retrospectively, is unnecessary and impracticable. They further state that all necessary adjustments in respect of service in grades were effected under the Management's considered concessions granted in April 1947. The Managements produced a copy of the printed notice announcing these concessions, *vide* APPENDIX VI. It will be seen therein under heading 2. "Service increments and increments in Grades",

(a) Employees whose increments fell due between 1-1-1946 and 1-4-1947 but who did not benefit by virtue of the terms of the agreement dated 22-3-1946 (which provided for the grant of biennial increments only on 1-1-1948) will be granted, with a view to affording relief, the increments due straightaway.

(b) The existing rates of pay of employees will, if found necessary, be increased according to their length of service in their present grades on the following basis :—

Length of service				Rates of pay	
From 3 years to 6 years	in the present grade			Minimum	+ 1 increment
From 6 „ 9	„	„		„	+ 2 increments
From 9 „ 12	„	„		„	+ 3 „
From 12 „ 15	„	„		„	+ 4 „

Note.—The above increments shall be subject to the maximum rate of the grade not being exceeded except in the cases of employees in Grades "U" to "Z" who, if qualified by service, will be permitted as a special case one extra increment over and above the maximum and without prejudice to the maximum rate in the Wages Schedule.

Note.—Scheme "A" or "B" whichever gives the greater benefit to the employee shall be applicable; and for these employees all future biennial increments shall date from the 1st April 1947.

For purposes of calculating service, the rules governing the calculations of service gratuity will be observed, *i.e.*, service must be continuous. In cases where there is a break in service the discretion of the Superintendent to ignore the break will be recognized.

(c) Those who on 1st April 1947 have been on the maximum of their Grades for 4 years or more will be given the benefit of one increment in the particular grade, and those with 2 years but under 4 years' service on the maximum of the grade 50 per cent of their unit of increment, which will be without prejudice to the maximum rate in the wages schedule.

The explanation given by the Associations for 10 per cent annual increment is that a man who starts with a minimum wage must be able to double his initial wage at the end of 10 years of service. Besides, if at the end of that 10 year period the employee is promoted to the next higher grade he must calculate the increments upon the minimum of the next higher grade for the next 10 years and so on.

With regard to the counting of previous service, in order to give retrospective effect, the Notice, (APPENDIX VI), justifies the Managements' contention that service even to the extent of 15 years was taken into account in granting increments to employees.

With regard to the query as to whether a workman could earn his increments automatically even if he did not turn out the minimum work-load prescribed for him the Associations agreed that a work load is necessary and desirable but that the question of fixing a work-load may be deferred for the present on account of the food scarcity at present.

Dearness Allowance.

The next point considered is that of Dearness Allowance. The demand of the Associations is that every employee should be given at least Rs. 30 a month as Dearness Allowance. The Managements' view is that the rates of Dearness Allowance granted by the Mining Companies have been largely guided by the rates fixed by Government for their own employees ; that the figure of Rs. 30 per mensem suggested by the Associations is exorbitant; that Government rates are still Rs. 12 and Rs. 15 for their own employees on the Kolar Gold Fields and that it must be remembered that dearness allowance is only one element of the total emoluments.

It must be stated here that under the Agreement dated 13th September 1947 the Managements have increased the rate of Dearness Allowance by Rs. 2 and the employees whose basic wage or pay is up to Rs. 80 per mensem are paid at the rate of Rs. 17-8-0 per mensem. In addition, food is subsidised by the Management by supplying certain provisions at cheaper than controlled rates. We have already mentioned in a previous paragraph the reasons given for demanding Rs. 30 as dearness allowance.

Overtime.

The next subject taken up for consideration is that of Overtime. The Associations' demand is that every hour worked overtime or on a holiday must be accounted as two hours for the sake of payment. The Managements' view is that overtime is worked only whenever necessary and is paid for at 1½ times the basic wage, which rate the Associations themselves accepted as reasonable in 1946 when the new Wages Schedule wage was agreed upon; that there seems to be no valid reason why it should be increased and that the proposal is exorbitant. The Associations' reason for demanding double the rate of wages for overtime

is that it is cheaper for the Managements to get work done by overtime than by employing fresh workers and that the Associations wanted to discourage it. Though the Factory Act is not applicable to these Mines it may be pointed out that under that Act twice the wage are allowed for overtime.

Night Shift Allowance.

The next point for consideration is that of Night Shift Allowance. The demand of the Associations is that every employee should get an addition of annas two to his daily wages for night shift work. The answer to this by the Management is that as far as they were aware there was no precedent on any Mine in any part of the world. The demand is made on the ground that it was unnatural for a man to work at night when he should be taking rest and that many people absent themselves and to that extent their earning capacity suffered. It was ascertained that night shift continues for 8 hours on all the days on which an employee works night shift and that he gets a full day's (16 hours) rest after each shift.

Dress Allowance.

The next demand is that surface workers should be given an annual dress allowance of Rs. 15 and underground workers Rs. 20. The Managements' objection is that it was originally felt desirable in the interest of the safety of the worker to grant a dress allowance to underground workers. This allowance was increased from Rs. 6 to Rs. 10 in the year 1947; that what is now being paid is considered adequate; that as special dress is unnecessary for the safety of surface workers, there is no necessity to give them a dress allowance.

It was explained by the Associations that a sum of Rs. 10 paid to the underground worker was not enough to meet the cost of all the clothing needed for doing work in the underground; that therefore the demand is made to raise it from Rs. 10 to Rs. 20 and that certain surface workers also should be given dress allowance.

As regards surface workers there were many who were working in grease, oil, acid etc. and their raiment was spoiled; particularly the following classes of workers were mentioned as needing clothing allowance—*viz.*,

(1) All jobs where there was profuse sweating;
(2) All jobs on machines;
(3) Cleaners;
(4) Drivers;
(5) Metallurgical department workers;
(6) Workers of the Assay Department;
(7) Welders;
(8) Fitters;
(9) Moulders;

In the Electricity Department, it was pointed out that Battery Chargemen who handle acids should also be given dress allowance.

Housing.

The next subject discussed is that of housing and it is said that all employees should be provided with wholesome houses; that in case an employee is not provided with a house he must be given a house rent allowance amounting to 12½ per cent of his monthly pay.

In answer to this the Managements have stated that there is no obligation whatever to provide housing; nevertheless the Management has provided housing facilities and about 60 per cent of their labour are living in houses provided by the Management; a large proportion of workers have permanent homes in villages and decline to live in the Labour Lines even if offered houses; that efforts are not being spared to make good a deficiency of housing accommodation for those who want it; and that the Management's building programme has been curtailed owing to non-availability of housing materials.

It was pointed out that only 60 per cent of the workers in each Mine have been given houses while the remaining 40 per cent have to go without houses; that sometimes three to four families were living in a single house which was responsible for moral laxity; that people who could not get houses given by the Company have to live elsewhere and pay heavy rents and that therefore such people should be given 12½ per cent of their monthly pay as house rent allowance. It was also complained that neither single women nor bachelors were given houses, and that married men were preferred to them. It was pointed out that even among single women there were dependents living with them.

Scavenging Allowance.

The next subject discussed is scavenging allowance. The Association's view is that scavengers should be given in addition to their pay a monthly allowance of Rs. 10 each. The Managements say that this request has no parallel in India and that the

family income of scavengers may be considered the highest of any Mining workmen. It was urged on behalf of the Associations that this allowance was demanded as scavenging was a sort of work which a man with a developed conscience of his own human dignity is not likely to take up.

Special Allowance to Welders.

The next subject is that of special allowance to welders. The reason given is that welding causes slow injury to the eye of the welder and that therefore he must be given a special allowance of Rs. 10 a month as compensation. The answer of the Management is that eye screens are provided and should be used when welders are working and if they are used properly no harmful effect can ensue; that no instances of injury to the eyes of welders have come to the notice of the Companies' Hospital authorities, and that therefore there is no case for any special allowances.

Highest Remuneration.

The next point urged is about the highest remuneration. The Associations' point is that no employee of the department may receive a monthly remuneration of more than Rs. 500 except when he is an expert; but that a foreigner may receive a monthly overseas pay which should not exceed Rs. 500. The answer of the Management is that this matter is not covered by the scope of reference to the Pay Commission. The explanation offered by the Associations is that the whole trouble of the world was due to the disparity of the income of the various classes of people employed in the same industry; on one side people were being paid a lot, on the other side people were paid very little; not that they would like to see that every body was paid alike but that the difference must not be too much; that in a country like Russia the ratio was, between the highest and the lowest, 3 : 51; that therefore in a country like India Rs. 500 will be quite sufficient for a man who is discharging any onerous duty.

According to the Associations experts are meant to be excluded from this suggestion.

Sickness Insurance.

The next subject is about sickness insurance and the view of the Association is mentioned thus:—

> "Any employee on being treated for any sickness, injury, or indisposition in the Company's hospital or any Government hospital shall be entitled to receive sickness pay for the period of such medical treatment, irrespective of the fact that he is entitled to receive compensation for injury, and that if an employee is unfitted owing to Silicosis or Tuberculosis, he must be paid an amount equal to 180 days wages for further treatment of the disease in addition to compensation".

The Management are sympathetic to this idea provided the treatment is confined to that provided by the Company's Hospital; the Companies are however bound to comply with the statutory procedure laid down in the Acts. In the course of discussion it was ascertained that with free medical treatment the worker was at present being given three-fourths of his pay during the period of sickness. It was pointed out for the Associations that a man gets sickness pay if he is suffering from disease and is sent to the Hospital for treatment but that if he cuts his finger and disables himself for working he must get the benefit of sickness insurance because he is not earning. It was also pointed out that if a man is stung by a scorpion he is not entitled to sickness pay, but if the same man walks in the rain and catches a cold he gets the benefit. Further it was said that a man taking treatment in the Mining hospital alone was entitled to sickness pay but not if he is treated in the Government hospital. It was therefore suggested that such of the workers who get treated in Government hospitals must also be given sickness benefit.

With regard to a person who has sustained an injury in the course of work it was urged that if it was a temporary disablement the worker did not get anything; but if he was in the Hospital for 7 days he gets compensation not according to the Companies' rate of sickness pay but according to Government rates. In the case of a person who loses a finger and is in the hospital under treatment for 3 months, he is paid periodically during his stay in the hospital; and when he gets discharged he is not paid anything. He is told that he has been paid periodically an amount equal to the compensation he is entitled to get and therefore nothing more is due to him. It is therefore urged that irrespective of the compensation that a worker is entitled to get he should be given sickness pay during the period of treatment. In other words the injured man should get sickness pay so long as he is in the hospital and that when he is discharged he must get the compensation he is entitled to. The worker when he is discharged after treatment for Silicosis or Tuberculosis should be paid further wages for 180 days in addition to compensation under the Workmen's Compensation Act.

Service Pay.

The next subject discussed was with regard to Service Pay. The Association's view is that employees on terminating or being forced to terminate their services shall be entitled to receive one month's pay for every year of service with any of these Mining Companies or auxiliary establishments and that for the calculation of the service pay, only the last month's pay is to be considered.

The Managements' reply to this is that the Provident Fund has taken the place of the Old Service Gratuity Scheme; the Management is not agreeable to both of them being o-existent and that the Provident Fund Scheme is adequate.

In the course of discussion the Associations' spokesman stated that it was desirable that the term Service Gratuity should be substituted by the term " Service Pay ", the reason for this substitution being that the word " Gratuity " implies that it is paid as a matter of grace whereas " Pay " signifies that the payment is earned by the worker. He further pointed out that an employee who has put in a certain number of years of service under the Company should get something in return for his past services which may be considered as an insurance for old-age.

It was pointed out on behalf of the Management that the system of Service Gratuity was discontinued from April 1946 and a Provident Fund Scheme introduced since then; that option was given then to those who were entitled to Service Gratuity to convert to the Provident Fund Scheme in which case credit would be given for the Provident Fund to the extent of the amount of the gratuity earned by the employees upto that date and that, however, it was left to an employee either to continue under the Gratuity Scheme or change to the Provident Fund Scheme. It is stated that some employees are still continuing under the Gratuity Scheme. It was pointed out that the draft Provident Fund Scheme was submitted to Government and final orders have not yet been obtained, though in the meanwhile the Companies have started the Provident Fund Scheme and are continuing it.

With regard to the calculation of service pay based on the last month's pay the reason given is that according to the present calculation the amount that an employee gets is very meagre and in order to enable him to get a substantial amount the proposal is made that it must be calculated on the last month's pay of the employee.

Another point urged is that a man who had put in, say, about 20 years' service may have had a break at the end of 20 years and then he might have rejoined and worked for another 10 years more, in which case the employee forfeits the gratuity amount of the previous 20 years' service. It was represented that the number of years of service an employee puts in invarious places on the Field may be totalled up and the service pay calculated upon that.

It was pointed out for the Companies that absences extending to one year were condoned and when it exceeded one year the concerned employee had to lose count of his past service. The Associations demand is that the break should be extended to two years.

Provident Fund.

The next subject discussed was Provident Fund. The Associations point is that every employee must be made to contribute 10 per cent of his monthly earnings to the Provident Fund and the employer must contribute an equal sum to the Fund which is to be paid to the employee when he terminates his services or his services terminated with.

The Companies answer is that 6¼ per cent, *i.e.*, 1 anna in the rupee has been found to be the most common contribution rate adopted by many industries and Government Departments that it is convenient and adequate.

In the course of discussions it was pointed out for the Associations that 10 per cent contribution was demanded since the sum that an employee would get as Provident Fund would be just enough to enable him to pull on for 10 or 15 years after he receives the Provident Fund amount. On being pointed out that nowhere 10 per cent was contributed to the Provident Fund the spokesman of the Associations said that this industry being a Gold Mining Industry he wanted the industry to make an exception. It was also alleged for the Associations that there was a proposal to increase the rate of contribution from 1 anna to 1 anna and 4 pies or the Sanitary Board employees.

Payment on Cessation of Employment.

The next subject discussed is payment on cessation of employment. The Associations case is that, notwithstanding any provision in the Standing Orders, Service Pay rules or Provident Fund rules, every employee, on terminating his services or being forced to terminate his service for any reason shall be paid his provident fund contributions both by himself and by the employer, service pay, privilege leave pay, dress allowance, and any other right or privilege that can be expressed in terms of money, within 15 days from the day of termination, and on his death, insanity or disappearance all such monies shall be paid to his nominee or dependents.

In the course of discussion it was pointed out to the Associations that it was not possible to trace the records of previous services of a longstanding employee, say, who has served a period of 30 years, and that therefore a period of 15 days was too short for that purpose. Thereupon the Associations agreed to alter 15 days into 30 days. It was also pointed out to the Associations that the expressions, *viz.*, any other right or privilege that can be expressed in terms of money was vague, and that the demand made therein for payment to nominees or dependents of a worker in case of his insanity or disappearance would lead to great complications. Thereupon the latter sentence in the demand was altered as follows :—

> "Service pay, privilege leave pay, dress allowance and any other allowance or bonus, within 30 days from the day of termination, and on his death, all such monies shall be paid to his nominee or dependents."

The Companies' view is that this requirement is unnecessarily harsh; that payments can only be made in good faith based on information to hand without prejudice to or incurring liability on account of any subsequent information coming to light; that the 15 days limit is impracticable and even 30 days may not be sufficient to obtain clarification of legal problems.

In the course of discussions Mr. Jeffery informed the Commission that in order to eliminate such delays the Management was preparing, by a special staff, the history of every man in the Mines, that it would take some time to prepare that history and if that history was completed any employee in that history would get his dues settled in a very short time.

Privilege Leave.

The next subject is privilege leave. The Associations' demand is that in addition to the days granted as privilege leave the Underground workers should get 9 days' paid casual leave and the Surfare workers 7 days' paid casual leave; that an Underground worker should earn his privilege leave if he works for 240 days during the previous year and the Surface worker 250 days.

The answer to this is that in the light of the following statement there is no need further to reduce the number of qualifying days.

	Company		Contract
	Surface Company	Underground Company	Underground Contract
No. of days in year	365	365	365
No. of Sundays	52	52	52
Balance ...	313	313	313
Deduct.			
No. of days of Privilege leave and religious leave...	15(13+2)	22(20+2)	22(20+2)
	298	291	291
Now required to work for full Privilege leave ...	270	270	250
Days (spare) ...	28	21	41

The reason for asking for casual leave is that the worker is at present unable to take Privilege leave piecemeal and therefore casual leave should be granted to him whenever he needs it. It was pointed out by Mr. Jeffery that under Rule 8 pertaining to the Schedule of Daily Wage rates the actual time worked overtime will count as attendance for purposes of attendance Bonus, Privilege Leave, Dearness Allowance and Clothing Allowance. It was also pointed out that though an employee may not qualify himself for Privilege leave by working the required number of days to earn it but worked for less number of days, he was given *pro rata* Privilege leave according to the number of days he has actually worked.

Working Hours.

The next point urged is Working Hours. It was stated that working hours of the Mine workers should be reduced to six hours per shift. The Companies' answer is, a further reduction of the working hours underground from 8 to 6 hours per shift would be detrimental to output and that it cannot be conceded. The reason urged by the Associations is that for the surface workers and underground workers 9 hours and 8 hours were prescribed for a day; that lately for the surface workers the working hours were reduced to 8 hours; there was then a clamour for reducing the working hours of the underground men; whereupon the Management gave the latter half a-shift extra per week, *i.e.*, 4 hours, provided they

put in continuous work for 6 days. The grievance of the Associations is that if there was a break in continuous attendance for 6 days the employees forfeited the benefit of the half-shift.

It was pointed out by Mr. Jeffery that in most parts of the world including the United Kingdom, the shift is calculated from the time the worker leaves the collar of the shaft to the time he returns to the collar of shaft, *i.e*, from bank to bank; but on the Kolar Gold Field the shift commences when the employee attends the shaft top roll call, and as 2,000 men have to get down, the actual productive work is not more than from 5 to 5½ hours. From the point of view of production, he said, it is found that by having an 8 hour shift they could get about 6 hours work at the most. But if they changed to a 6 hour shift, at the most they would get 4 hours production.

Then the Associations represented that the grievance about the 4 hours extra per week is about the forfeiture on break and therefore it was suggested for the Associations that if instead of this 4 hours extra they were given an extra 1 hour for every 8 hours' work irrespective of their attendance during the work they would be satisfied. Mr. Jeffery pointed out that this would mean an addition of 2 hours more extra.

Contract System.

There was a very strenuous contention on behalf of the Associations that the contract system should be abolished forthwith. The spokesman of the Associations explained that when the Mines newly started working, the European companies sent out their agents for recruiting labourers and those agents eventually became what are called Contractors. These contractors were then considered to be employers up to the year 1930. As a result of a strike in that year the contractors disappeared and all the employees were treated as employees of the Mining Companies. The remnants of the contract system now existing is that any senior workman is made a contractor and he supervises the work done by a certain number of people under him; and that contractor gets all the remuneration due for the work done by the men under him. The contractor has no voice in giving any increment, in ordering a reduction, in punishing or dismissing his men; he could do nothing except making a recommendation and therefore he has no vested interest, his interest being only to make more money by making the people under him to work as much as possible. The labourers resent the presence of the contractor who is merely a middleman. It was pointed out that the companies were interested in the contractor because he could extract more work than they could themselves. Another disadvantage of the contract employee is that while a company employee is sure of his routine shift work the contract employee does not rely upon getting his work. He sometimes walks for miles from his village to the work spot only to be told by the contractor to go back and come for the evening shift. It is also found that contractors gave regular work to their relatives and gave them such jobs as would fetch them bonus while the other labourers were generally sweated.

Mr. Jeffery pointed out that a contractor is both a good man and a bad man; that he is a very efficient supervisor but at times he is a bad man when he exceeds his limits. He pointed out however that if a contractor behaved badly the matter could be brought to the notice of the Management. He also pointed out that the Management had expressed its willingness to consider any alternative system to the contract system and, with this point in view, one Mine at least was experimenting with a production bonus scheme with satisfactory results, and that any change from the contract system to a new system would have to be gradual.

It was pointed out by the Commission to the representatives of the Managements that there is strong opinion in India generally to put an end to the contract system and it was therefore suggested that another system for efficient turnout of work may be evolved in place of the contract system which will eventually have to come to an end.

Holidays with Pay

The next point is about Holidays with pay. In the statement of the Associations it is mentioned that three general holidays *viz.*, Christmas, Pongal and May Day must be granted; for Hindus all existing holidays; for Malayalees Onum; for Christians Good Friday and for Muslims all existing holidays; that in granting the above holidays underground workers and surface workers should be treated alike. It was pointed out for the Associations that Pongal was included as a General holiday and the number of days of privilege leave was reduced from 21 to 20. It was urged that May Day also be declared a general holiday as it is celebrated in commemoration of the Chicago Riot of 1886. It was further urged that similar treatment should be accorded to all workers when granting holidays irrespective of whether they were underground men or surface men and irrespective of their shifts; that partial holidays were being granted to Hindus and Muslims whereby the surface working men could get away from work an hour earlier than usual and that this concession was shown only to the first shift men. It was therefore desired that the men of the other two shifts might also be allowed to go to work an hour later.

The answer of the Management is that extension of the privilege to the 2nd and 3rd (afternoon and night) shift workers is unnecessary as the festivities and connected ceremonies would be over by then (3 P.M. or 11 P.M.). The conceding of additional holidays can be considered only as affecting privilege leave.

Changes in Standing Orders.

The next subject discussed is about the changes in Standing Orders. It is said that notwithstanding any provision in the Standing Order no employee is to be punished before the charges against him being substantiated before a Committee consisting of the representatives of the employer, employees and the Labour Department. No employee should be discharged by the employer without assigning any reason; if an employee is tried in a Court of Law for theft or for meddling with Company's property and is acquitted, he should be reinstated unconditionally.

The answer of the Management is that the first portion of the suggestion under this head implies the instituting of Works Committees; that this is the subject matter of the new Mysore Labour Bill and that the Management feels that the legislation should be awaited. With regard to the second request, this request for automatic and unconditional reinstatement of workers who are acquitted in a Court of Law, cannot be conceded. They have drawn attention to the decision of the Arbitration Court Cases Nos. 2, 3 and 4 of 1945-46, dated 22nd September 1945.

It was pointed out to the Associations that the formation of a Committee as suggested by them is envisaged in the New Labour Bill which was before the Mysore Legislature and that we might await its enactment.

Share in the Profits.

Under this head it is stated in the written statement of the Associations that unless the employees are assured of a share in the profits of the Mine they will not be interested in increasing the production; that during the pre-war years the Mining Companies made enormous profits and the workers grudgingly looked on; that during the war and after, the price of Gold increased five-fold but the only party that benefited by this rise is the Government that the employees were not treated fairly; that this unfair state of affairs must cease and that the employees, employer and the Government must have an equitable share in the profit.

The Management's answer is that in view of the fact that both the Indian Dominion Government and the Mysore Government have appointed Expert Committees to examine and report on this, the Management feels that it would be advisable to await the report of these Committees.

It was pointed out to the Associations that the question of labour getting a share of profits in industry is under the active consideration of Government and had been referred to a Sub-Committee of the Mysore Industrial and Labour Conference of 1948 and that they may await the decision of Government in the matter.

Recommendations to Government.

The last subject is recommendations to Government. In the statement of the Associations it is urged (1) that as the incidence of Tuberculosis is growing day by day among the Mine workers owing to the unnatural conditions in which they work, that disease must be included as an occupational disease of the Mines and be treated on a par with Silicosis for compensation; (2) as money-lenders have been preying upon the Mine employees, money lending at usurious interest and selling jewellery manufactured of gold and silver below certain prescribed purity are to be made offences punishable with imprisonment; (3) existing laws must be so amended that any income below Rs. 100 a month should not be attached by a Civil Court.

The Companies' reply is that they do not accept (1) above because to the best of their information they are not aware that uncomplicated Pulmonary Tuberculosis is an occupational disease in any part of the world; and that the Management will welcome any measures favourable to labour by Government control of money-lenders.

To a suggestion made to the Labour Associations that Co-operative Societies might be formed for purposes of giving loans to employees, it was pointed out that these Societies do not lend large amounts of loans; that the Money Lenders' Act was a dead letter; that under the Payment of Wages Act an Amendment must be made that any collection to be made under the Co-operative Act must alone be possible. It was also pointed out for the Associations that unless money lending at usurious interest is made a penal offence, the worker will not be safe from the operations of the money-lender. Another grievance for the employees is that Marwari merchants were selling ornaments made of copper, barium and other metals as if they were made of 24 Ct. Gold. It was therefore suggested that every jeweller's shop must be licensed and the merchants asked to declare the percentage of metal contents of

their jewellery. It was also requested that the level of attachable income should be raised from Rs. 50 to Rs. 100. It was further suggested that to prevent abuses in money lending a Notary Public may be appointed to attest pronotes and bonds.

Production Bonus

It was pointed out by the Associations that a system of production bonus is in force whereby a worker who does extra work over the task allotted to him is eligible for production bonus; that this was being paid at present in certain types of work like drilling holes, blasting, excavating, etc. If a gang of men who were asked to drill 40 fathoms, turn out 41 fathoms, then everyone will be granted 1 shift extra. But along with this production bonus, attendance bonus is also linked and as a result only those who had attended work for the qualifying number of working days were entitled to get the bonuses. What is now demanded is that irrespective of the fact whether a man is qualified for attendance bonus or not he must get the production bonus in proportion to the days worked by him in the gang.

It was pointed out by Mr. Jeffery that a new scheme of production bonus had been tried on one Mine for 2 months and found to be very successful. A party of observers go down the Mine, he said, and on the basis of their observations, a new threshold is set. To those who have exceeded the threshold set, extra shifts are paid, and in case in his recent knowledge, all men working at one development end received 35 extra shifts each. He further pointed out that in cases of *bona fide* absenteeism, such as privilege leave, the men are given pro rata production bonus in respect of the days they have worked.

The Associations' spokesman pointed out that this was being done only in the Nundydroog Mine and not in other Mines.

Monthly-rated Employees.

The spokesman of the Associations wanted to know the wages schedule of the monthly-rated staff in order to know what money was spent on that staff. The idea of the Associations is that there should not be a great disparity in emoluments specially because he felt that paying too much to Indian Officers would help to create a class of overbearing officers.

With regard to this request it was pointed out by Mr. Jeffery on behalf of the Mining Companies that the information called for was a confidential document containing certain instructions to the departmental heads in the Mining Companies and that those instructions were not in the nature of a contract as between the employer and the employee, and that therefore the companies were not willing to disclose the information; but for the information of the Commission they were willing to produce the document.

It was represented on behalf of the Associations that certain monthly-rated employees were also members of the Labour Associations and that therefore the schedule of establishment of monthly-rated men also could be furnished to the Associations. After some discussion the Companies agreed to furnish a statement to the Commission and the Commission was requested to treat the document as confidential. The document was thereupon produced and this statement was given to the representatives of the various Associations with a request that they may peruse it and return it to the Commission immediately. This was done. (*Vide* Appendix VII for the statement).

The Associations' spokesman produced a statement on behalf of the Nandydroog Mines Labour Association containing proposals with regard to the minimum salaries of monthly-rated employees (*vide* Appendix VIII). The other Associations have not produced any statements since there were very few such employees in their Associations.

It will be seen from the statements Appendices VII and VIII that peons are at present getting from Rs. 20 to Rs. 30. The proposal is to pay them Rs. 45. Junior Clerks, Head Peons and others of that category are getting from Rs. 35 to Rs. 55. The proposal is to give them Rs. 65. The next higher clerks, *viz.*, Clerks of III grade are now getting from Rs. 60 to Rs. 90. The proposal is to give them Rs. 90. Second Grade Clerks now in grade Rs. 95 to Rs. 135 are proposed to be given Rs. 130. Clerks and Typists, First grade now in grade Rs. 140 to 190 are proposed to be given Rs. 170. Head-clerks are getting Rs. 200 to Rs. 280; the proposal is to give them Rs. 250. In addition to these, the proposal is that every monthly-rated employee should get every month Rs. 30 or 20 per cent of his monthly salary whichever is more, as dearness allowance.

The spokesman of the Associations explained that all employees who were paid once a fortnight were considered as daily-rated men. Although certain men drawing Rs. 3-13-0 and above have been included in daily wage schedule, they were paid monthly and treated as monthly-rated men. Wages were computed and paid on the basis of a 26-day month both in the case of monthly-rated and daily-rated men. It was also pointed out that peons in the Ministerial establishment were given overtime. Another distinction between the monthly-rated and daily-rated men is that the monthly-rated men are not paid attendance bonus including those daily-rated employees who are paid above Rs. 3 upto Rs. 3-13-0. The monthly-rated men were given full salary during sickness while the daily-rated men got

three-fourths of their salary. The daily-rated men on surface were given two weeks' privilege leave while the monthly-rated men were given three weeks' privilege leave. As regards Provident Fund contributions, the monthly-rated men drawing Rs. 150 and above made a contribution of one-tenth of their salary and the companies contributed a similar amount while the daily-rated men contributed only one anna in the rupee or 6¼ per cent.

The principle on which the various suggestions were made for the improvement of the monthly-rated employee is that they are equipped at certain cost to themselves by means of education.

The President of the Oorgaum Mine Labour Association sent a statement of demands of the Mining Press workers and the Dairy workers stating that both constitute integral parts of the Labour Association. It was stated that the Press employees are all monthly-rated men and their basic pay ranges from Rs. 20 to Rs. 130. With regard to Dairy workers request is made to treat them on a par with Surface Engineering Department, since they are all daily-rated and do the same kind of work as any of the skilled and semi-skilled workmen do in the Engineering Section. This statement is appended to the General Memorandum, *vide* Appendix VIII (c).

Non-Covenanted Employees.

A letter dated 30th August 1948 *vide* APPENDIX IX was received by the Chairman of the Commission from the President of the Kolar Gold Field Non-Covenanted Officials' Association in which it was stated that at a meeting of the General Committee of that Association held on the 27th August 1948 the President was directed to communicate to the Commission as follows:—

> That the Association was started about 30 months ago with a view to protect the interests of the middle class employees of the various Mines and allied departments in Kolar Gold Field. It was started after due deliberation and conclusion as to the futility of the members joining the various Labour Associations on the Kolar Gold Field as it was considered that the terms of employment and the temperament of the middle class employees vary very greatly from the attitude and behaviour of labour in Kolar Gold Field; that it was thought then essential that such employees should have nothing to do in the activities of the Labour Associations. It was further urged that it was brought to the notice of this Association that some Labour leaders have sought to voice the case of a few whom the labour leaders have been able to convert to their fold by promising them a lot, that it was therefore thought by the Committee that an emergency had arisen as to warrant counter-measures by bringing to the notice of the Commission that no labour leader could effectively place the case of these non-covenanted officials before the panel of the Commission and that no one can authoritatively act on behalf of the middle class employees other than that Association.
>
> He therefore requested the Commission not to arrive at any conclusion as far as the members of that Association were concerned. In the letter he has also expressed the view that any dispute arising between the employer and the employees could be effectively settled by mutual understanding and co-operation. He therefore wants the Commission to ignore any representation which might be made by the labour leaders on behalf of the monthly-rated employees whose real position and status the labour leaders have no knowledge at all. It is further stated that 90 per cent of the employees are not members of the Labour Association.

With regard to this letter there was a discussion in the Commission. One opinion expressed was that such of the staff as helped the Agent of the employer and acted on behalf of or were engaged in performing tasks concerned with the Management of the industry were not employees within the meaning of the definition of "employee" under the Labour Act. Another view expressed was that notwithstanding representation made by either the Labour Associations or by the Non-Covenanted Officials' Association in respect of the monthly-rated employees, the Commission could review and make recommendations about them and that the terms of reference did not preclude the Commission from doing so. But it was, however, pointed out that nowhere the question of monthly-rated officials had been mentioned either in the Deed of Agreement, in the Notices of Change leading to it or during the negotiations before the Chief Conciliator.

The Commission also took note of the fact that only a small percentage of the monthly paid employees were members of only one Association, *viz.*, Nundydroog Mine Labour Association; and there were very few who were members of the other Labour Associations and there was obviously a split among this class of employees; and that therefore the Commission may, if it so felt, make a recommendation to Government on behalf of these employees also.

At the meeting of the Commission held subsequently on 27th September 1948, a telegram which was received from the monthly rated employees who are members of the Labour Associations stating that they were properly represented by the leaders of the Labour Associations, was placed before the Commission. The telegram reads as follows (*vide* APPENDIX X) :—

> Secretary, Kolar Gold Field Pay Commission, Office of the Commissioner of Labour in Mysore, 27, Lal-Bagh Road, Bangalore—Kolar Gold Field Non-Covenanted Officials' Association does not represent the monthly-rated employees of Nundydroog Mines it has no legal status to represent mining employees our true representative is Nundydroog Mine Labour Association—Monthly-rated employees.

The authenticity of this telegram has not been established by a subsequent letter.

The Mining Companies have, as we have already stated, objected to the Commission enquiring into the conditions of the monthly-rated employees, since according to them the words "reviewing and reporting on employment conditions" in the Government Order mean "an examination of the existing conditions pertaining to the emoluments and privileges paid to or earned or enjoyed by daily-rated labour arising from their contract of service."

CHAPTER "IV."

Having considered in the previous chapters the various demands made by the Labour Associations and their representations on each of those demands and also the views expressed by the Managements on those representations we shall now proceed to examine those representations.

Wages.

The first point raised by the Associations is with regard to wages. On this point the demand is that every adult daily-rated employee should be paid daily a minimum wage of Rs. 1-8-0. As already stated in Chapter III the reason for this demand is that the average workman's family is taken to consist of the husband, wife and four children and an unskilled worker doing 8 hours' work a day requires 3 lbs. of rice per hour or 24 lbs. of rice per day. The value of 1 lb. of rice in 1936 when the cost of living index was normal at 100 points was 1 anna and therefore the cost of 24 lbs. was Rs. 1-8-0.

In addition to this basic wage as we have already indicated before, the further demands are that every employee should get an annual increase in his pay at the rate of 10 per cent of his minimum grade pay. In addition to this they demand overtime at the rate of double the normal wage, night shift allowance at the rate of 2 annas to his daily wage, dress allowance, scavenging allowance, special allowance to welders, service pay, leave pay, etc. Dearness allowance at the rate of Rs. 30 a month per worker is also demanded by the Associations.

The reasons for these additional demands have already been indicated in Chapter III when we were dealing with the representations of the Associations.

The financial implications of the demands were considered by the Commission and the Managements of all the Companies were asked to file a memorandum to indicate the additional expenditure which would be involved if the demands made by the Associations were fully met. The Memorandum filed is Appendix XII. It will be seen therein that "A" indicate the estimate of increased cost involved by the demands of the Associations and to be incurred by each of the Mines as also the total for all the Companies which is shown as Rs. 11,45,527 per month and Rs. 1,37,46,324 per annum. This amount does not include the additional cost that would be involved if retrospective effect were given to the demands.

"B" indicates the cost that would be involved if an addition of one rupee is made to the present rate of dearness allowance which is Rs. 17-8-0 per mensem, *viz.*, Rs. 21,126 per month for the four Mines and the Kolar Gold Field Electricity Department and Rs. 2,53,512 per annum, and if the entire demand made, *viz.*, Rs. 30 is granted the extra expenditure would be Rs. 32·2 lakhs per annum.

Under "C" is shown the extra expenditure which would be involved if the basic rate plus wages and overtime, provident fund contribution, sick, accident, leave pay, etc., were granted, *viz.*, Rs. 11,252 per mensem and Rs. 1,35,024 per annum. A statement has been filed (Appendix XI) indicating therein the amounts of Gold Duty, Royalty, the relief given by Government, additional Royalty and the grade bonus as calculated and paid to Government, and the net amounts realised by the Company for payment of dividends and meeting the working cost and other items of expenditure.

In the Management's statement (Appendix XII) it is seen that in order to meet the extra expenditure under item "A" in Appendix XII there must be an additional production of from 2·23 dwts. to 2·73 dwts. in every ton of ore mined.

At present the average grade being mined by the Companies is approximately 6 dwts., and in the case of one Company approximately 10 dwts. per ton, which enables a considerable quantity of low grade ore being mined at the expense of the limited quantities of high grade ore available.

In order to maintain these grades of 6-10 dwts., and to pay dividends of from 2½ per cent to 7½ per cent per share, the Companies have to depend on a refund by Government of 50 per cent of the Gold Duty, in order to meet their Revenue Expenditure.

If therefore, in addition to the present Revenue Expenditure, the additional expenditure of the amount under "A" is paid—the Companies will be forced to limit their production to the mining of higher grades and will be unable to main the lower grades of ore resulting in retrenchment of labour therein employed.

Moreover the possibility of making new discoveries of payable ore during the exploration of the low grade areas is denied and the life of the mines will thereby be considerably shortened to the detriment of both the State in general and to labour in particular.

We have given our anxious consideration to the demands and have also considered whether it would be possible to meet any portion of the demands made by the Associations. In the first place we have very great hesitation in accepting the principle enunciated by the Associations for fixing the minimum basic wage of Rs. 1-8-0 per day for an employee. For, the principle of fixing of the minimum wage is not so simple as has been enunciated by the Associations. In the valuable book entitled "THE INDIAN WORKING CLASS" by RADHAKAMAL MUKERJEE, M.A., Ph.D., of Lucknow University, who is an authority on this subject, he says in CHAPTER IX at page 117 dealing with minimum wages for Miners, under the heading "PRINCIPLES OF MINIMUM WAGE FIXATION",

> "There are two broad considerations which enter into the determination of minimum wage rates in modern countries. One basic consideration is that every normal worker shall be paid a wage which is adequate to 'promote health, efficiency, and general well-being', to use the phrase of the Fair Labour Standards Act of 1938, U.S.A., and to enable him to maintain himself and his family in accordance with such standard of living as may be reasonable in relation to the nature of his occupation. There are, therefore, minimum rates below which the wage ought not to be allowed to fall. The second consideration is that workers should be paid at rates, more or less equivalent to the rates offered to workers in comparable occupations. Thirdly, the rates should be such as what the conditions of the trade or industry permit to pay to the workers. These considerations are, to some extent, interdependent. The human needs of labour cannot be interpreted without reference to national income and to customary earnings that are related to the economic wages of the industry. Thus practical considerations in respect of the economic position of the industry, costs of production outputs and profits as well as national income per capita inevitably enter into the determination of the normal and reasonable needs of workers by wage-fixing bodies. Even so, a living wage standard is explicitly adopted in order to stress the social responsibilities of an industry. A living wage which secures not merely the full human needs of labour but also the conditions of efficiency and comfort in relation to the particular occupation or industry, improves the output per worker and benefits industry in the long run. On the other hand, submarginal industrial undertakings which cannot afford to pay living wages to the workers have no right to exist; and the sooner these are forced out of the field, the more surely the standards of decent living and working conditions establish themselves in the country. The above criteria are especially relevant in the Mining Industry. Arduous and hazardous jobs like those of miners and loaders should obtain wages that must avoid the reproach of 'sweating', *i.e.*, wages on which the worker can maintain himself and his family on a scale which should be higher than that of agricultural workers living from hand to mouth in the villages. Small and ill-managed collieries which cannot bear the burden of a minimum living wage should form combines and improve their mechanical equipment so that they may be able to support the higher, socially desirable wage rates."

From the above quotation it is clear that the fixing of the minimum wage is not based on the sole consideration of the cost of living of an employee and his family. The fixing of such a wage must have reference to national income and to customary earnings that are related to the economic wage of the country. It must also have regard to considerations with regard to the economic position of the industry, cost of production, outputs and profits as well as national income per capita.

At page 190 of the Book quoted above, under the heading "ABRIDGEMENT OF GAP BETWEEN THE MINIMUM WAGE AND CURRENT WAGES", it is stated as follows :—

> "Now the minimum wage policy of a country is usually interpreted in the background of the standard of living at present enjoyed by the workers in the same

region or in similar occupations, and of general economic conditions and the capacity of the industry to pay, and is applied in a way to avoid dislocation of industry as well as net reduction in employment. In Australia, for instance, in spite of the fact that the Commonwealth Basic Wage Commission of 1920 adopted a minimum wage rate which satisfied a fair and reasonable standard of comfort of workers, that wage rate was not adopted as the basic for wage awards, since it was considered to be well beyond the capacity of the industry to pay. Thus the wage fixing authorities in Australia have throughout, almost without exception, refused to declare a living wage differing in any marked degree from current ruling rates of wages.

"The Gulf between the estimated normal and the current wage rates in India is even wider than in Australia and industrial countries in the West and cannot be easily abridged."

Now, if we compare the rates of wages, at present paid for a few employees with those proposed by the Associations, we find a wide gap as seen from the following statement :—

	Existing scale.	*Average.*	*Proposals of the Associations.*
	Rs. a. p. Rs. a. p.	Rs. a. p.	Rs. a. p.
Engineering Department—			
Blacksmith, I grade ...	1 9 0 to 2 5 0	1 14 11	1 8 0*
			+3 8 0†
Do II grade ...	1 3 0 to 1 10 0	1 7 0	1 8 0*
			+2 8 0†
General Surface Labour—			
Surface labourer ...	0 13 0 to 0 14 0	0 14 0	1 8 0*
Head Maistry ...	1 4 0 to 1 10 0	1 9 4	1 8 0*
			+2 0 0†
Transport Motor Drivers ...	1 3 0 to 1 10 0	1 6 8	100 0 0 p.m.
Surface Engineering—			
Fitters, I grade ...	1 9 0 to 2 5 0	1 10 11	1 8 0*
			+3 8 0†
Do II grade ...	1 6 0 to 1 13 0	1 8 7	1 8 0*
			+2 8 0†
Battery Shaftsman, I grade...	1 3 0 to 1 8 0	1 8 0	1 8 0*
			+1 8 0†
Do II grade...	0 15 0 to 1 1 0	1 0 7	1 8 0*
			+1 0 0†

and so on in other cases.

*Basic pay. †Skill pay.

We may also indicate herein the rates of wages paid to unskilled labourers by the Public Works Department in Kolar Gold Field for purposes of comparison.

Sl. No.	*Items.*	*Per.*	*Rate.*
			Rs. a. p. Rs. a. p.
1.	Stone voddar ...	... day ...	1 8 0 to 2 0 0
2.	Head cooly ...	... month ...	25 0 0 to 30 0 0
3.	Road cooly ...	... month ...	15 0 0 to 25 0 0
4.	Man cooly ...	... day ...	0 14 0 to 1 0 0
5.	Woman cooly ...	... day ...	0 10 0 to 0 12 0
6.	Boy cooly ...	... day ...	0 8 0 to 0 10 0

The rates of wages prevailing for unskilled labourers on the Mines are as follows :—

Sl. No.	*Items*	*Rates of Agreement 13-9-1947*	*Average of rates paid*
		Rs. a. p. Rs. a. p.	Rs. a. p.
1	Surface labourers	0 13 0 to 0 14 0	0 13 11
2	Boys and sweeper boys	0 8 0 to 0 11 0	0 8 6
3	Women and sweeper women	0 9 0 to 0 10 0	0 10 4
4	Sweepers, men	0 13 0 to 0 14 0	0 13 11

It may be pointed out that whereas on the Mines even the unskilled labourers are getting Dearness allowance of Rs. 17-8-0, the unskilled labourers in the Public Works Department are not getting any Dearness allowance.

The same author indicates at page 192 the manner of implementing the minimum wage policy, *viz.*:—

(1) By grading the wage regulations gently so as to prevent abrupt change of economic conditions.

(2) By introducing flexibility in the Minimum Wage Regulations through the establishment of a Government wage-fixing authority made up of public, employer and worker representatives, which will periodically conduct cost of living, family budget, and other enquiries for determining the minimum wages.

(3) By limiting the scope of the Minimum Wage Regulations for the present to municipalities with a population of over 20,000 persons.

(4) By adopting differentials for different industries on the basis of their capacity to pay and their economic conditions.

(5) By adopting differentials for small towns with less than 20,000 persons.

(6) By fixing lower minima for women and children workers, apprentices and handicapped workers.

The author in the above book has indicated in Chapter XII, the elements to be taken into consideration for arriving at a minimum wage. Under the heading "The Basic Energy Requirement for Indian Workers" at page 161 he points out the Indian dietetic standards and their needs in various regions in India and for various occupations, the requirements for clothing and housing and also provision for other amenities to raise the standard of living of the worker.

The above quotations indicate that the fixing of a minimum wage requires expert study of the various elements indicated above. Now that the Minimum Wages Bill is before the Legislature and is to become law very soon an expert body will have to be appointed to fix the minimum wage for the various industries in the State including the Gold Mining Industry. We therefore feel that the fixing of the minimum wage for the gold mining industry in the State may be left to that expert body. We may mention incidentally that during the course of the discussions the representatives of the various Labour Associations have expressed the view with regard to the financial implications of their proposals that even if the Mining Companies are not able to meet the demands, Government may forego a portion of the Duty to that extent. We are not prepared to accept this view since Gold Duty is a State revenue and Government is already spending a large amount of this revenue for keeping the Mines going in the interests of labour on Kolar Gold Fields.

Moreover any recommendations made by this Commission may not be accepted by either of the parties on the ground that the Minimum Wage fixed by the Minimum Wage Board appointed under the Minimum Wage Act would alone be binding upon them. In fact, as already stated, the statement of the Management contains this contention.

So far we have dealt with the Minimum wage suggested by the Associations. Next we shall consider the other items in the Schedule to the statement filed by the Nundydroog Mines Labour Association (*Appendix V*). Those other items are Temporary Dearness allowance, Attendance bonus, Rank pay, Skilled (Workmen's) (Artisan's) pay, Semi-skilled workman's pay, Risk pay, Health pay, Heavy work pay, Night shift allowance and special bonus allowance. As we have already pointed out a temporary Dearness allowance is suggested as Rs. 30, Attendence bonus according to the present rules, Rank pay under which various sums are suggested according to various appointments; for example, for a Maistry in the Sanitary Surface Department As. 8 is suggested; for a Head Maistry in General Surface Labour Rs. 2 is suggested; for a Foreman in the same Department Rs. 3-8-0 is suggested.

Under the heading "Skill Pay" various sums are suggested according to skill. For example, for a Concrete Moulding man in the Sanitary Department a sum of As. 8 is suggested; for a Blacksmith in the Engineering Workshop (I grade) Rs. 3-8-0, for II grade Rs. 2-8-0, and so on. For Semi-skill various sums are suggested; for example, for Craftsman Assistant in the Engineering Department, As. 4 is suggested; for a Brakesman in the Engineering Department Re. 1, for Oilers and Cleaners Re. 0-8-0, and so on.

For all underground workmen As. 4 is suggested as Risk pay.

Under "Health pay" for Welders a sum of Rs. 10 per month is suggested on account of the injury that would be caused to their eyes by flashing sparks.

Under "Heavy work pay" a sum of Re. 1 per day is suggested for Hammermen in the Engineering Department.

Under "Night Shift Allowance" no amount is mentioned in the Schedule but in the statement it is mentioned that a sum of As. 2 should be paid to every employee in addition to his daily wages.

Under "Special allowance," a sum of Rs. 10 is suggested for scavengers as Scavenging allowance.

It is suggested that uniforms should be supplied to Motor Drivers.

Now with regard to temporary Dearness allowance an explanation has already been given that though Rs. 45 is to be given only a sum of Rs. 30 is claimed. With regard to the other amounts suggested under the heads enumerated above it is not stated on what principle these various amounts have been fixed. The rating of jobs is a matter involving the application of certain principles as is done in the United States of America. There are at present in America four separate systems for evaluating jobs, *viz.*, the Point system, the Ranking system, the Classification system and the Factor-comparison system.

In the Ranking system all the jobs are ranked from high to low in value much the same as cards in a deck. The rankings are based on considerations of a very few factors such as responsibility, skill, effort and job conditions. In the job classification system a number of classifications are established varying in number according to the individual organisation's needs and according to the thinking of those persons in charge of the programme. The factor-comparison system is more detailed than either of the above two systems. In it the employees on the various jobs are asked to fill out questionnaires intended to furnish ditailed information concerning their jobs for the use of raters. Each job is rated on a few factors such as mental requirements, physical requirements, skill requirements, responsibility and working conditions. When rating, all the jobs are rated for only one factor at a time, then all the jobs are rated for another factor. The ratings are in terms of money instead of in points, *Vide* "The Theory and Practice of Job Rating" by M. F. Stigers and M. G. Reed, published by the McGraw-Hill Book Company, Inc.—1944. It is unnecessary for us to go into details of these various classes of job rating. We have mentioned this just to indicate that the matter of evaluation of jobs has attained almost scientific accuracy in the United States of America. Therefore, an arbitrary evaluation of jobs is not one which can be relied upon for correctly evaluating a man's worth in order to fix his wage rate.

In another book on this subject "Job Evaluation and Employee Rating" by Richard C. Smyth and Matthew J. Murphy published by the McGraw-Hill Book Company, Inc. 1946, it is stated at page 5 :—

> "Wage inequalities are as old as modern industry itself. The complete absence of a rational foundation for the wage structure; the unrestricted freedom of foreman to say to one of their employees, "I'll give you a nickel raise if you don't tell anyone else"; the subversion of the rewarding-employee-for merit policy into a seething system of shop politics; and the several other practices contributing to wage inequalities have made them the serious problem that they are to-day. Management is finding them expensive to solve, and unions are finding them difficult to handle."

There is one other point which is also as important as the application of scientific principles to the evaluation of jobs and that is the body which has to do it. The same authors say in Chapter VII at page 78 :—

> "To succeed, job evaluation cannot operate in secret behind closed doors. The plan adopted must be given widespread sensible publicity. Top management, supervision, and employees' representatives must thoroughly understand the plan and must be convinced that it is sound and that it will be fairly administered".

Under the heading "Union Participation in Job Evaluation", the same authors say on the same page :—

> "As soon as top management reaches the decision to install a job-evaluation plan, it must also decide, if the plant is unionized, to what extent the union shall participate in the programme.
>
> "As a general rule, union participation in job evaluation has the advantage that greater understanding and acceptance of the plan will be achieved thereby. After experiencing the administration of job evaluation plans with and without the participation of employees and their representatives, the authors feel that if the plan used is sound and is fairly administered both labour and management will be satisfied with and will benefit from joint participation".

In America certain companies were not for the participation of employees representatives in job-evaluation while others were. The same authors say at page 79 :—

> "However, the trend in recent years has been increasingly in the direction of joint union-management participation. A recent survey indicated that, out of 36 companies having job-evaluation plants, 17, or 47 per cent, of the companies evaluated jobs in participation with the unions."

It appears to us that in order to have industrial peace there must be a proper understanding between the employers and the employees so that each may understand the viewpoints of the other. This can only be attained by a joint discussion of the matters involved. In our industrial concerns most of the grievances of employees relate to their emoluments and these arise on account of the employees not knowing the reasons on which the employers fix these remunerations. The differences are also due to the employers not appreciating the viewpoints of the employees. It is therefore necessary to appoint a Board which we may call a Wage Committee consisting of the representatives of the employers and employees to evaluate jobs in the industry.

Radhakamal Mukerjee in his book "THE INDIAN WORKING CLASS" says at page 60:—

> "All industries should effect a standardization of categories and jobs to avoid disparity of remuneration for similar class of work. This would be necessary to remove irritation and sense of injustice among the workers. The establishment of the Wages Board, which should be set up for every industry, will be entrusted with, among other functions, the fixation of a general minimum wage, classification and standardization of categories and jobs, and the consideration of introduction of an incremental scale, industry by industry".

The above references clearly indicate that the matter of the evaluation of jobs is not such a simple matter as this Commission can satisfactorily handle. The mere addition of a small amount either to the minimum wage or to the minima and the maxima of the various grades will not satisfy the workers nor lead to industrial peace. Such small concessions have from time to time been granted on the Fields and they have not satisfied the employees. After the strike of 1930, Sick Pay and Service Gratuity Scales were revised. After the strike of August 1940, wages were increased by one anna. In the year 1942 the monthly rates of attendance bonus scales were increased by Re. 1. The scheme for the grant of a cash allowance of Rs. 3 at the end of every 6 months of regular service as Underground Outfit allowance was also introduced. Leave with pay both for Underground and Surface employees were also introduced.

On the 23rd of September 1943 there was an agreement between the Mining Companies and the Labour Associations under which the rates of dearness allowance have been raised to Rs. 8 in the case of those drawing a basic wage of Rs. 40 and below per mensem and to Rs. 9 to those drawing between Rs. 40 and Rs. 80.

On 22nd March 1946 there was another agreement under which there were additional concessions made in the matter of daily wages to all workmen and to certain underground workmen.

On 13th September 1947 there was an agreement which has already been mentioned above.

We are mentioning the above just to indicate that these arbitrary improvements have not satisfied labour, pointing out therefore the necessity for evaluation of jobs on a scientific basis with the knowledge of employees.

Dearness Allowance.

The Companies have been paying dearness allowance since 1942. In the following year, *i.e.*, in 1943, as already stated, they were paying at the rate of Rs. 8 and Rs. 9 for those drawing Rs. 40 and below and Rs. 80 and below, respectively. Thereafter the dearness allowances were enhanced to Rs. 13-8-0 and Rs. 14-8-0 per mensem and from 1st April 1947 it was raised to Rs. 15-8-0 per mensem and under the Agreement of 13th September 1947 it was raised to Rs. 17-8-0. The claim as already stated is that a dearness allowance of Rs. 30 per mensem be granted to every employee. We have indicated already the reasons given for claiming Rs. 30 as dearness allowance, *viz.*, that it is based upon the present extra cost of rice of Rs. 1-14-0 for 24 lbs. as compared with the price of rice obtaining in 1936. As we have already stated, it is unsafe to rely upon this basis of calculation of the living wage and we find it difficult to vouchsafe for the accuracy of the sum suggested for dearness allowance.

In this connection we understand that the Companies were supplying the employees grains at rates cheaper than the control rates when control was in force, and when it was decontrolled they had stopped subsidising for supply of grains. Now that the control system has been re-established the Mining Companies are supplying grains at rates cheaper than control rates. It may therefore be said that to this extent the present rate of dearness allowance is supplemented.

As already stated the Mining Companies' view is that they are paying the employees more than the Government rates to their employees in industrial concerns. We also feel that the Wage Committee which is going to be appointed under the Minimum Wages Act is perhaps the competent body for assessing the proper rate of dearness allowance that will compensate the employees for the increased cost of living.

With regard to periodical increments also, this is a matter which has got to be settled by the Wage Committee we have mentioned above.

With regard to overtime, the recent amendment of the Factory Act has provided for the payment of double the usual wage for overtime. Though the Factory Act is not applicable to the Kolar Gold Mines we feel that it is desirable the Management may adopt that principle.

With regard to Night Shift Allowance also, this is a matter which the Wages Committee will have to examine as the Factory Act is stated not to be applicable to the Kolar Gold Mines.

With regard to dress allowance the reasoning given by the Associations is that it is only the underground workers that are given some allowance for providing them with dress and that this concession may therefore be extended to surface workers also. The reason for giving the underground workers dress allowance is that the workers were required to provide themselves with such dress as would ensure their safety when working in underground. If therefore dress allowance is given for safety purposes, the same principle cannot be made applicable to surface workers. We are not aware of any industrial concern giving such dress allowance to surface workers. In view of the high cost of cloth now prevailing, it is desirable that the rate of dress allowance to underground workers be increased from Rs. 10 to Rs. 12 and in case the employee so desires, the Company will provide him with dress irrespective of its value.

The payment of production bonus, scavenging allowance, special allowance to welders, are all matters which are to be examined by the Wage Committee which we have suggested above.

With regard to 'High Remuneration' the representation of the Associations is that Rs. 500 should be the maximum limit of any employee. In the course of the discussions, as already pointed out, it transpired this view did not apply to covenanted employees and experts.

With regard to sickness insurance, this is a matter which will be considered under the Bill relating to Sickness Insurance which is now under the consideration of the Government of Mysore. Whether Tuberculosis should be an occupational disease like Silicosis is a matter which requires expert investigation before being included as an occupational disease under the Workmen's Compensation Act.

With regard to Service Pay which is merely another name for Service Gratuity, the Associations' demand is that the amount of Service Pay to be paid should be calculated at the rate of one month's pay for every year of service, the last month's pay being taken into account for the month's pay. In this connection, we may refer to the scheme for Government industrial concerns. In Government Order No. D. 2086-92—I. & C. 252-38-18, dated 28th October 1941, every employee who is on consolidated monthly wages or on daily wages or in the menial establishment and who is not entitled to the benefits of Provident Fund may be given for each completed year of service a retiring bonus of half a month's pay based on wages including overtime drawn by him during the last three years of service, provided the retirement is due to old age, or ill-health, incapacity for further service and provided also that he has put in an approved service for not less than 15 years. The maximum bonus payment is 15 months' wages.

The proposal made by the Associations to calculate on the last year's salary will lead to budgetary dislocations, for, provision has already been made in the previous years' budgets and allotments have been set apart for payment of Service Gratuity to the employess entitled to them in each of the previous years. To add to those amounts from the present budget would be a heavy burden on the Companies.

Moreover, as has already been pointed out the Companies have already stopped the Gratuity Scheme and started the Provident Fund Scheme and the majority of the employees have, we are told, taken advantage of the Provident Fund Scheme to which credit has been given to the extent of the amount already accumulated to the credit of an employee in the Gratuity Scheme. Therefore, the number of persons affected by the Gratuity Scheme does not appear to be very large. It appears to us, therefore, very desirable that in those cases, if it is favourable the Government scheme stated above may be adopted to them.

Provident Fund.

With regard to Provident Fund the demand is that 10 per cent of the month's earning must be contributed both by the Management and the Employee. As already pointed out the Management's point of view is that one anna in the rupee or 6¼ per cent is the rate contributed in all other concerns. The Works Service Rules of Government industrial concerns also provide only for an anna in the rupee or 6¼ per cent. We understand that the Provident Fund Scheme proposed by the Companies has been submitted to Government for sanction. We presume that the sanction sought for is to apply the Provident Fund Act to this scheme. If so, an early sanction to the scheme will be beneficial to employees in exempting the amount paid from attachment.

Payment on Cessation of Employment.

With regard to payment on cessation of employment in the discussions before us, the Associations have agreed to 30 days being the upper limit for payment after the termination of service of an employee. The Companies also have stated that they have devised a scheme by which they have obviated the delays caused till now. We hope these payments will be made within 30 days, except in cases where judicial orders have got to be produced authorising the Companies to pay.

Privilege Leave.

The demand of the Associations is that in addition to the days granted as privilege leave, underground workers should get 9 days paid casual leave and surface workers 7 days paid casual leave and that the number of days for qualifying for the leave should be reduced to 240 days in the case of the underground workers and 250 days in the case of surface workers.

From the tabular statement shown on page 29 in Chapter III, it will be seen that the number of days privilege leave which a surface worker is now getting is 15(13+2) and the number of qualifying days is 270. The underground Company worker gets 22 days (including 2 general holidays) and the number of qualifying days is 270. There is therefore a spare margin of 28 days in the case of surface workers and 21 days in the case of underground workers. With regard to contract labour, the underground contract labourer gets 22 days including 2 general holidays for a qualifying period of 250 days and there is a spare margin of 41 days in his case.

In this connection, we may refer to the rules relating to privilege leave for daily rated staff in Government industrial concerns. Under the Government Order quoted above, relating to Works Service Rules, an employee is allowed a vacation of 2 weeks' duration for every completed year of service. Such leave may be accumulated to a total period of 6 weeks in all. Religious holidays with full wages will be given for 2 days in every calendar year.

In this connection whether the rules regarding privilege leave require any liberalisation, we may refer to the observation made in the Report of the Rege Committee to the Government of India with regard to conditions existing in Kolar Gold Field. They say on page 23 of the report—

> "The Companies have, no doubt, followed a very progressive policy in regard to the leave which they allow to their work-people. Few concerns in the country will be found giving the workers privilege leave for 3 weeks with pay in a year and also sick leave with pay at their discretion."

This observation shows that the rules regarding privilege and sick leave are very liberal on the Kolar Gold Field.

Casual Leave.

With regard to casual leave the grievance seems to be that though the employee is entitled to privilege leave of 22 days in the year he cannot take any portion of it as and when required by him during casualties. There seems to be some justification for this. We suggest for such emergencies a portion of the number of privilege leave days, say, 7 days, may be availed of piece-meal as and when an employee requires it, provided that out of the period of 7 days, the number of days not availed of may be availed of when he is taking the long period of privilege leave.

Working Hours.

The number of working hours for surface workers was reduced from 9 to 8 hours in 1946-47 by the Management. Even in the Factory Act 8 hours is prescribed for a shift. We do not see any reason for reducing the hours of work from 8 to 6 for surface workers. With regard to underground workers it has been brought to our notice that though the shift is for 8 hours the actual period during which the worker is at his work spot, is only 5 to 6 hours because the remaining time is taken for taking him to the workspot and hoisting him up to the collar of the shaft. We do not think therefore that any reduction is necessary in this case.

Holidays with Pay.

The next question is with regard to holidays with pay. Partial holidays are granted in order to enable the employees to observe the feast or the festival at certain parts of the day. They are therefore granted the privilege of leaving their workspots earlier than the usual shift hours in order to enable them to celebrate the feast or the festival. We do not see the reason for extending this privilege to others who are already in their houses and have performed the feast.

The underground workers are allowed to stop work an hour earlier on partial holidays since it takes time for their being hoisted up. The same reason does not apply to surface workers.

Another demand is that MAY DAY be declared a General Holiday with pay as it is an International Labour Holiday.

If MAY DAY is an International Holiday and is going to be observed on an all-India basis it may be a holiday provided that the next or subsequent holiday is made a working day.

Changes in Standing Orders.

The suggestion made is that no employee should be punished before the charges against him are substantiated before a Committee consisting of the representatives of the employer, employees and the Labour Department. Since the new Labour Bill provides for such a Committee, this may be left to that Committee.

With regard to the re-instatement of the employees who are acquitted in a Court of Law for theft or meddling with Company's property, this matter also may have to be considered by such Works Committee.

Share in the Profits.

This question is being considered by the Government of India and is going to be tried tentatively in certain industries in certain places. Whether this scheme is going to be introduced for mines is a matter for future consideration since the Bihar Coal Mines have not been included in the list of the concerns in which the scheme is going to be tried by the Government of India. We may await the decision of the Government in this matter. Moreover, this is a matter which is under the consideration of a Special Committee appointed by the Government of Mysore for this purpose.

Housing.

With regard to Housing we shall deal with this in Chapter VI.

CHAPTER "V".

Recommendations to Government.

There seems to be a genuine complaint with regard to money lenders preying upon the Mining employees by lending at usurious interest and selling jewels made of inferior metal under false pretence that they are made of gold. Although the Money Lenders' Act is in force and it is said that money lenders have to be licensed, it is understood that some non-licensed persons are advancing money to unwary employees at usurious rates of interest. This is a matter in which the executive of the several Labour Associations have to take serious steps to prevent such things not only by bringing to the notice of Government the lending of money by licensed money lenders at usurious rates but also the presence of unlicensed money lenders. Executive should also start Co-operative Societies wherein employees can obtain loans at cheap rates of interest. It was represented to us that the rules of Co-operative Societies do not permit the Co-operative Societies to lend them beyond the share amount. It appears to us that in this particular area the rules of Co-operative Societies may provide for obtaining easy loans with sufficient safeguards in order to protect the unwary employees. The desirability of starting multi-purpose Co-operative Societies may also be considered.

With ragard to the selling of jewels made of inferior metal it is also a matter in which the executive of the Associations ought to be vigilant and bring such cases to the notice of the authorities.

With regard to the labour population on the Kolar Gold Field although we are happy to observe that many of them are intelligent enough to know their own position and status, yet there is a considerable portion of them who are still ignorant. These people are under the guidance of the members of the Executive Committees of the various Labour Associations. The responsibility therefore of these leaders of employees is very great in order to guide them in proper ways.

CHAPTER "VI".

Housing.

With regard to Housing there is widespread grievance on the part of labourers who are not provided with houses, and even among those who are. With regard to the former the grievance is that no houses have been provided for them and therefore they have got to pay heavy rents for houses in surrounding villages where they have got to live. The answer

of the Management to this is that they have provided housing accommodation to about 60 per cent of the labour population and they have been very willing to provide accommodation for the rest, but that the difficulty they feel is the want of building material for constructing those houses. There seems to be some justification for the inability of the Company to provide houses for those who are not provided at present. In this matter also there is a Bill pending for consideration of the Legislature for providing housing accommodation for workers in the State. The scheme under that Statute will, it is hoped, solve this difficulty.

With regard to those who are provided with accommodation the difficulties felt are that the old thatti sheds are inconvenient and not commodious enough for the number of members of a family and are also not comfortable enough. The Companies have been removing many of these thatti sheds and are erecting prefabricated houses which are not only more commodious but also more comfortable to live in. We went on inspection and found that the new designs of prefabricated houses are a great improvement over the existing thatti sheds and will add to the comfort and convenience of employees.

Some of the prefabricated houses have been found to be inconvenient since the kitchen and the living room are in the same building making it uncomfortable for the inmates to live in the smoky room. Suggestions have been given to the Welfare Officer who accompanied us and he promised to take up the matter with the Companies to construct fresh additions for kitchens in order to obviate this inconvenience.

In this connection we have a suggestion which in our opinion would not only to some extent obviate the difficulty of providing housing accommodation for all the employees but would also provide for a long range policy. At present there are 20,000 employees working on the Mines. In addition, there are dependents and others who form a part of the population and the entire population is now more than a lakh and fifty thousand. The Government will have to look forward to a time when this large population should be made to settle itself on the Kolar Gold Fields. In order that the workers on the Mines may be available for any future industries which the Government may have to set up in case any one Mine or all the Mines have to be closed down on being exhausted, it would be advisable to grant lands on the Kolar Gold Fields or nearby to such of those as would like to settle down here permanently—and many of them would do so since several families have settled down here for more than 3 or 4 generations—and colonies or villages may be formed and the employees may be permitted to build their own houses and settle down there. There are, living with the employees on the Mines, women and other adults who can do some work for their own benefit during hours which they are now idling away. For this purpose cottage industries may be introduced in the houses of such villages or colonies to benefit not only the employees but also their dependents. This will also in some way add to the income of the employee and his dependents and will lead to the economic happiness and prosperity of the employees. The cottage industries which would be introduced in these villages or colonies may be feeder industries to a large-scale factory which may be established in the vicinity of the Mines or in the place of such of those Mines which close down on being exhausted. For such a Factory the costly machinery which may be now available in the Mining Workshops may be made use of.

In the course of our inspection of the workers' colonies we sounded the views of some of the workers and they expressed the view that they would gladly settle down permanently if lands were granted to them by Government.

It may be added that if lands are allotted on the lands leased out to the Gold Mining Companies such grants will be without prejudice to the lease-hold rights of the Mining Companies. In the area of the Mysore Mines, the Superintendent Mr. Lindsay has given fertile lands in valleys for cultivation to employees and many of them have raised gardens wherein they cultivate vegetables and fruits.

Technical School.

In the course of our inspection we have noticed on the Mysore Mines that a school is being maintained to enable the employees to learn their trade or industry. Here boys are given opportunities for learning the occupation in which they will later be employed in the Mines. Some adults working in the Mines are also given opportunity to improve themselves in skill in their respective occupations. We would suggest that this system which is being run on a very small scale may be enlarged so as to afford facilities, if necessary, on a compulsory basis to enable workmen not to be satisfied with their present lower skill and scale of wages they are earning but to stimulate ambition in them to become workmen of higher skill. The system of training must not be modelled on the system prevailing in schools like the Mechanical Engineering School in Bangalore or of the Occupational Institutes but must be modelled and based on the principle of teaching the occupation in which the workman is actually engaged in the industry. An Arbitration Tribunal proposed such a school for the Mysore Iron and Steel Works at Bhadravati and Government have accepted the suggestion.

Welfare Work.

We have appended to this report--*vide* APPENDIX XIII—a booklet containing all the welfare activities for the employees by the various Mines on the Field. We need not enumerate all that is contained in the booklet but we may mention in brief some of the activities.

Besides maintaining an up-to-date hospital at a great cost for the benefit of the sick and the injured among the employees the Companies are also doing maternity and child welfare work which, from the statistics furnished in the booklet appear to be getting increasingly popular among the employees of the Mines.

Recreational and cultural activities, educational facilities for the children of the employees, boy scout and girl guide movements, are also provided.

We were particularly interested in the canteen which is now being run in the Mysore Mine in which wholesome food is cooked and supplied to the employees on the Mines during shift hours. The kitchen and the serving hall are maintained very efficiently on hygienic principles. It would appear that this canteen has become very popular with the employees and we understand that similar canteens are proposed to be run by the other Mines also. We are making particular mention of this item of welfare work as in our opinion it conduces not only to an employee getting wholesome food at cheap rates but also to his maintaining physical efficiency. We would commend this system to the other industrial concerns in our State.

The total amount spent on welfare work excluding the cost on Hospital charges is Rs. 4,27,700 per annum.

In this connection we may quote what the Rege Committee have recorded with regard to the welfare work done by the Company for their employees, at page 23 of the Report.

> "The Companies have, from the very start, laid considerable emphasis on the welfare of the workers and judging from standards prevailing in this country it can be stated that reasonable provision has been made in this behalf. The workers' health has been well-looked after and the Companies have also assumed responsibility for safeguarding the health and safety of the Miners' families."

In conclusion we express our thanks to the various Companies and Labour Associations for furnishing us with all information and helping us in understanding their respective view points.

Our thanks are also due to the Secretary, the Assistant Secretary and the Staff for their efficient and intelligent co-operation.

(Sd.) T. SINGARAVELU,
Chairman,
13-11-48.

(Sd.) K. PATTABHIRAMAN,
13-11-48.

(Sd.) G. NARAYANA GOWDA,
13-11-48.

(Sd.) Subject to my note of dissent.

(Sd.) N. KESHAVAIENGAR.

(Sd.) H. E. JEFFERY.

(Sd.) B. S. PUTTASWAMY,
Secretary.

(Sd.) M. I. SHERIFF.

"Copy"

T. SINGARAVELU,

Chairman,

Kolar Gold Fields Pay Commission.

I extremely regret I was not able to carry conviction to my learned colleagues in the Commission in respect of the points of disagreement between us and bring them to interpret the facts found by us the same way I happened to interpret them. I am therefore compelled

to submit my short note of dissent before I affix my signature to the report submitted by us to Government this day.

The crucial point of difference is in the fact that my learned colleagues feel that the most important point raised for decision between the parties, *viz.*, the fixing of the minimum or basic wage in the Mining area should be left to the Expert body that is likely to be appointed by the Government under the Minimum Wages Bill now before the legislature.

Even under the Mysore Minimum Wages Act, 1948, Clause 3, the Government is called upon to fix the minimum rates of wages payable to employees employed in all scheduled employments before the expiry of 2 years from the commencement of the Act. The period of two years provided is a fairly long period and the Bill has also to go through several stages in the legislature before it becomes an enactment. Further, the Government has got to make rules under the Act for the enforcement of its various provisions. Instances are not wanting wherein considerable time is taken to make Rules for enforcement of the Acts passed by the legislature. If the minimum rates of wages payable to employees in the Mining area are to be fixed by the Government under the proposed Act, it will certainly take a considerable amount of time.

I entirely agree that wage rates are very complicated matters and many forces play a major part in their determination if the rates should be fixed on a scientific basis and in such matters it is impossible to find perfect answers ready-made particularly in view of the fact that our country perhaps lacks the necessary expert experience and knowledge. Next, I do not feel like my learned colleagues that any recommendations made by this Commission may not be accepted by either of the parties on the ground that the Minimum wage fixed by the Minimum Wages Board appointed under the Minimum Wages Act would alone be binding upon them. Even under the Minimum Wages Bill of 1948, it is the Government that has to fix the minimum rates of wages after considering the advice of the Committees appointed by it to hold enquiries and advise it in that behalf. The Minimum Wages Board is therefore also an Advisory Board and this Commission is also tendering its advice for acceptance of the Government in this regard; and even if Government is approached in this matter and is solicited to make it clear to us if we could fix the minimum wage for the K.G.F. area under the present circumstances, the Government may also be inclined to consider and appoint this Commission itself as the Minimum Wages Board for the K.G.F. area. However, I am not inclined to take into consideration the possibility of the acceptance or rejection by either of the parties of the recommendations made by this Commission as the same ought not to affect the results of our deliberations in any manner whatsoever.

The Gold Mining Companies ought to be able to manipulate their finances by reducing excessive salaries, if any and their dividends too so as to find money to pay labour at equitable rates. However, the chief criteria specially relevant to the Mining industry, *viz.*, not merely the human needs of labour but also the conditions of efficiency and comfort in relation to the arduous and hazardous task like that of the miners, demands that the wages of the Mining employee should be such as to avoid the reproach of sweating, *i.e.*, wages in which the worker can maintain himself and his family on a scale which should be commensurate with the extra hardship and risk incidental to working in mines. Ways and Means providing the same have got to be found out.

Further, the very nature of this industry and the arduous and hazardous task involved in it does not admit of making the wage prevailing in this industry comparable with other occupations. Both Sri G. Narayana Gowda, my learned colleague, and myself went to the deepest level in the Mines and I have no hesitation in holding that the work expected of the underground labourers is of the most taxing kind known.

From the previous history of this industry we see that the whole question of wages prevailing in this area has been affected to a considerable degree from the activities of the labour unions and perhaps it is best to allow the practice of setting wage rates through negotiation and agreement between organisation of workers and Managements in this industry. However, taking into consideration all matters that arise in this regard and judging them, though it be in a crude and unscientific way I am inclined to feel that the basic wage of a surface labourers may be fixed at Re. 1 per day and that of the underground labourer be fixed at Rs. 1-4-0 per day. It may also be noticed herein that the major portion of the labourers that are at work in the Mining area are the underground labourers and they are the real producers of gold. The financial implications of the demands as put forward by the Management has loomed, I feel, rather very large in our eyes to induce us to come to our conclusions. I may be permitted to state that I am unable to accept the categorical statement of my learned colleague Mr. Jeffery that even an increase of one anna in any of the demands, portions of some of the mines will have to be closed down.

It is difficult to accept the statement that the income from gold mining has gone down so low that the companies cannot afford to pay the workmen what in sheer justice and equity is due to them. To accept this statement is to hold that the business can be kept up only by denying the workman what is due to him. If such however be the real position of the business, then the course of both prudence and fairness is to close down the business. It is

simple common sense that a business would be worth while only so long as it is capable of meeting all reasonable and legitimate charges.

In the case of the mining industry, a royalty to the owner, *viz.*, the State, a wage to the workmen who is the real producer of gold should both be the first charges upon the income and if the companies find that the business cannot be run profitably to themselves if the charges due to the other parties are paid at fair and reasonable rates, the course for them is obvious—to close down. It is neither honourable nor practicable for the company to desire to keep its business going and yielding a profit at the expense of the State and the workmen. I may add that if the working expenses of the companies at the present rate do not admit of any economy, it is quite understandable in the light of the fact that the rates of salaries, etc., are all linked to European standard. If the State were to take over the Mines and work them through Indian personnel I am sure a larger margin can be obtained from out of which to meet the legitimate demands of the workman. The Government would be well advised to look into this matter and ask the companies whether they would be willing to hand over the Mines to the State if the companies are not able to spare out of their profits what is necessary to do justice to the worker.

It is said that labour, particularly the industrial labour, is like a vulture and it does not rest content with any satisfaction that is afforded to its sence of appetite and the more satisfaction is rendered the greater is the appetite. Times have changed and labour, particularly the industrial labour, is extremely awakened and once the basic living minimum is provided I feel it may not be difficult for the Management as also the organisations of workers to settle their differences by negotiation and agreement if only they take each other into their confidence. I shall therefore agree with my colleagues in respect of the other points of evaluation of jobs being done on a scientific basis with the knowledge of employees.

On the question of Dearness Allowance I feel that the best method applicable in fairness to both the parties would be to link the same with the cost of Living Index. A suitable scale of evalution best suited to the area may be also settled between the parties themselves by way of negotiation.

Housing.

The existing Thatty sheds in which we found the labour housed cannot in any sense of the term be called houses. It is not only very desirable but also very necessary and imperative that the Management pay their earnest attention to this aspect of the matter and provide suitable and convenient houses for all their employees. The plea put forward of the scarcity of building materials, particularly cement and iron, is not very convincing. If only earnest attempts are made, houses can be readily built out of clay, timber and tiles as will. The sooner the facilities are provided the better. The difficulties suggested in the matter of transport of house-building materials like bamboo thatties, etc., are not insuperable.

Technical School.

The Mining Companies with their vast resources ought to afford greater facilities in the field of education for their employees and their children. The number of schools may be increased and technical education may be provided for a much larger number of boys than now. The Companies which have handled the welfare work so satisfactorily can also improve the educational standard of their employees. Our inspection of the welfare activities was no doubt after a definite programme and not by a surprise visit. The workers as a whole are certainly well looked after and the company is mindful of the health and safety of their families. No other management of any industry in the State, I think has evinced so much nterest in the welfare of its employees as these companies have done.

With this short note I affix my signature to the report of the Commission and request I may be pardoned for having dissented in respect of a few matters for consideration before the Commission. I agree with my learned colleagues on all other matters and heartily endorse every word that has been stated by them.

BANGALORE,

Dated 13th November 1948.

N. KESHAVAIENGAR,
Member,
K. G. F. Pay Commission.